

**SENIOR EXECUTIVE SERVICE
VACANCY ANNOUNCEMENT**

Broadcasting Board of Governors
Washington, DC 20237

VACANCY NUMBER: ERB-07-01

OPENING DATE: January 11, 2007

CLOSING DATE: February 9, 2007

POSITION: Deputy for Engineering Operations, ES-391

LOCATION: Broadcasting Board of Governors, International
Broadcasting Bureau, Office of Engineering and Technical
Services, Operations Directorate

AREA OF CONSIDERATION: All Qualified Applicants
(Federal/Non-Federal, Status/Non-Status)

***FOR CONSIDERATION, APPLICATION MUST BE RECEIVED IN THE IBB
OFFICE OF HUMAN RESOURCES BY THE CLOSE OF BUSINESS ON THE CLOSING
DATE OF THIS ANNOUNCEMENT.***

***As a result of the U.S. Mail delays currently being
experienced in the Washington, DC Metro Area, WE STRONGLY SUGGEST
you fax, hand deliver, or use a private delivery/courier service
when you submit an application to ensure it is received by the
closing date of the announcement. Please be advised that
applications submitted via the U.S. Postal Service MAY NOT be
received in a sufficiently timely manner to be considered.***

SENIOR EXECUTIVE SERVICE (SES) INFORMATION: Salaries for SES
positions range from \$111,676 to \$168,000.

Persons newly selected for appointment to an SES position must
have their managerial qualifications approved by the Office of
Personnel Management (OPM) and will be required to serve a one-
year probationary period.

The selectee will be required to complete an Executive Personnel
Financial Disclosure Report in accordance with the Ethics in
Government Act of 1978.

Veterans preference does not apply to the SES. Applicant must be
a U.S. citizen.

General Information: The Broadcasting Board of Governors (BBG) consists of the Voice of America and Office of Cuba Broadcasting along with other international broadcasters operating on grants.

The Office of Engineering and Technical Services is responsible for directing all engineering and technical activities necessary to enable Broadcasting to meet its mission objectives.

MAJOR DUTIES: The incumbent will serve as the Deputy for Engineering Operations and will be responsible for accomplishing selected International Broadcasting Bureau (IBB) missions through the management of the facility and staff resources associated with the operation of IBB's international media delivery network. Incumbent is responsible for operational direction and management of the entire worldwide complex of transmitting stations, telecommunications equipment, operating personnel and related personnel, and the telecommunications facilities and resources of IBB. Serves as the expert advisor to the Director of Engineering and Technical Services on a variety of matters relative to operational problems and practices, staffing and funding needs, and safety and security matters within the worldwide network of telecommunications facilities and systems. Maintains comprehensive knowledge of all operating elements and keeps informed of their problems, procedures, variations from standards and immediate needs. Directs the planning, resource allocation and other managerial activities necessary to the efficient operation of the IBB global transmitting station network in meeting long-range public diplomacy objectives. Evaluates budgetary requirements of all transmitting stations and determines priorities of needs within funding limitations imposed by Congress and IBB. Serves as advisor to the Director, Engineering and Technical Services, on media delivery services and telecommunications systems provided by, or for, the Agency through various agreements and contracts with organizations such as British Broadcasting Corporation and various host countries governments in meeting their broadcasting requirements through use of our existing facilities, and placement of Agency programs on commercial stations in foreign countries using TVRO and other feed systems.

Eligibility Requirements: The successful applicant must be willing to enter the Senior Executive Service, except for Agency Foreign Service employees who may apply and if selected will be retained on their Foreign Service appointments.

MANDATORY EXECUTIVE CORE QUALIFICATIONS (ECQs):

The applicant must file a **separate narrative response** for each ECQ. In responding to each ECQ statements, please structure your responses in terms of specific problem or goal (CHALLENGE); the environment in which you worked to tackle the problem or goal (CONTEXT); the specific actions taken (ACTION); and the outcome from such actions (RESULTS). Please provide at least 2 examples for each area, where practical. An applicant's ECQ **MUST NOT EXCEED 10 PAGES**. For additional information on ECQ's beyond what

is provided in this document, you may go to the website
<http://www.opm.gov/ses/html/sesguide.htm>

PLEASE NOTE: Current career senior executives, Qualification Review Board (QRB) certified graduates of an SES candidate development program, and individuals with SES reinstatement eligibility may be considered noncompetitively for appointment to this position if they meet the mandatory professional/technical qualifications requirements. Proof of noncompetitive eligibility is required. (SF-50 or QRB certification).

ECQ 1. **Leading Change:** This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

Competencies: Creativity & Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, Vision.

ECQ 2. **Leading People:** This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

Competencies: Conflict Management, Leveraging Diversity, Developing Others, Team Building.

ECQ 3. **Results Driven:** This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

Competencies: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility.

ECQ 4. **Business Acumen:** This core qualification involves the ability to manage human, financial, and information resources strategically.

Competencies: Financial Management, Human Capital Management, Technology Management.

ECQ 5. **Building Coalitions:** This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, or international organizations to achieve common goals.

Competencies: Partnering, Political Savvy, Influencing/Negotiating.

PROFESSIONAL/TECHNICAL QUALIFICATIONS (PTQs)

The applicant must file a **separate narrative response** for each PTQ and must cite examples in support of their response. Failure to do so will result in the applicant not being considered for the position.

Essential

Extensive background and knowledge in the characteristics, capabilities, and requirements of global telecommunications systems, services, and equipment - especially background and knowledge of state-of-the-art radio and television broadcast equipment.

Knowledge of the fundamentals and principles for managing a worldwide broadcast or telecommunications system.

Knowledge of the mechanism established within the U.S. Government for achieving effective integration of national and agency goals into goals of an organization, and a working knowledge of approaches for identifying sensitive domestic and international political issues that could affect the accomplishment of IBB's worldwide operations mission.

Ability to oversee the implementation of programs, assess their effectiveness, diagnose potential problems, and develop effective solutions.

Experience which demonstrates productive application of scientific and professional perception, creativity and judgment to the solution of unique and unusual engineering problems relating to the design, construction, and operation of international broadcasting/telecommunications systems.

Ability to represent successfully a high-level management and technical organization in a variety of situations.

Ability to determine needs, plan and acquire technical support systems for sophisticated, large-scale radio and television production, and transmissions and broadcasting operations.

Desirable

Substantial professional knowledge of and experience in U.S. international broadcasting.

A graduate degree from an accredited university or credit hours leading toward such a degree.

All Applicants Must Submit:

1. A completed, current OF-612 or resume.
2. A memorandum describing your long-term goals.
3. Detailed evidence of your possession of the Executive Core Qualifications.
4. Detailed evidence of your possession of the Professional/Technical Qualifications.
5. The names and addresses of three current and/or former first or second level supervisors who have direct knowledge of your background and qualifications. These supervisors may be contacted to obtain an appraisal of your management skills.
6. A copy of your most recent performance appraisal, if applicable.
7. As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under Selective Service law.

8. Current or former Federal employees must submit a copy of your most recent SF-50, Notification of Personnel Action.

All of the above must be received no later than COB Friday, February 9, 2007.

Please mail or deliver application materials to:

The International Broadcasting Bureau
M/HO, Room 1543
330 Independence Avenue, SW
Washington, DC 20237

Applications must be received in the International Broadcasting Bureau's Office of Human Resources, Room 1543, by the closing date of the announcement. Applications received after the closing date of the announcement **WILL NOT** be considered.

If you desire additional information, please contact:
Carroll Cobb on (202) 619-3117.

Evaluation: The applications determined to be best qualified will be reviewed by the Executive Resources Board and forwarded to the selecting official. The final selection will be subject to OPM approval.

Drug Test: A pre-employment drug test is required for a non-BBG applicant selected for this position. Appointment will be contingent upon a negative drug test.

Relocation expenses may be paid.